

Nursing in New Hampshire

a Labor Market Information Report



State of New Hampshire
John H. Lynch, *Governor*

New Hampshire Employment Security
Richard S. Brothers, *Commissioner*

August 2007



“I don’t feel good”

It doesn’t matter if those are your thoughts at work, or the phone call from a child at school – the first reaction for many is go see the nurse. Treating patients and providing medical advice are among just a few of the responsibilities of nurses.

Registered Nurses

Registered nurses have the option of varied work settings and specialties. Even so, most nurses still perform basic duties that include treating and educating patients and the public about medical conditions, and advising and providing emotional support to patients and those close to them. Registered nurses also record patients’ medical histories and symptoms, assist in performing diagnostic



tests, and analyze the results. They operate medical machinery, dispense medications and treatments, and help with patient care follow-up and rehabilitation.

Nurses caps ¹

Many schools of nursing used to be associated with local hospitals. At the completion of the studies and appropriate internship, or “probie” period, student nurses would participate in a capping ceremony. The style of cap and the coordinated uniform varied by the school that was attended, and was frequently dictated by the fashion of the period. In some schools there was a series of caps with colored bands to designate what level of training the student nurse had achieved. The cap was also considered a privilege that could be revoked if the school rules were dishonored. The black stripe on the cap became almost universally known as the symbol of Florence Nightingale when she established the modern school of nursing at St. Thomas’ Hospital in London in 1860.²



As times changed, the apprentice type of training for nurses was shifted to studies at universities and community colleges. During this same time frame, hospitals were hiring more nursing aides and assistants who also had caps, so the authority and prestige of the cap was diminished.

Nurses wanted to be viewed on the same level as other medical professionals. The image of the starched white uniform and cap were seen as gender-specific and the caps, once a symbol of achievement, were cumbersome, and their function of keeping hair tidy had been lost. Also, males seeking nursing as a profession were never included in the cap and uniform requirements. The cap requirement was phased out for the opportunity to attract more males to the profession.

¹ [Symbol of a Profession: One hundred years of nurses’ caps.](http://www.civilization.ca/hist/infirm/indem01e.html) <<http://www.civilization.ca/hist/infirm/indem01e.html>>. Accessed June 26, 2007.

² University of Wisconsin-Madison School of Nursing. Nurses’ Alumni Organization. [NAO Cap Collection.](http://www.son.wisc.edu/alumni/history/historical_collections/caps/massgen.html) <www.son.wisc.edu/alumni/history/historical_collections/caps/massgen.html>. Accessed June 26, 2007.



Nursing in New Hampshire

What do registered nurses do?

Nurses have the option of specializing in different areas. And they can also combine specialties from varied fields depending on the needs of their employer and their own interests. The scope of concentrations are usually set according to:

- the work setting or type of treatment
- the disease or condition
- the organ or body system type
- population

Tasks³

- Maintain accurate, detailed reports and records.
- Monitor, record and report symptoms and changes in patients' conditions.
- Record patients' medical information and vital signs.
- Modify patient treatment plans as indicated by patients' responses and conditions.
- Consult and coordinate with health care team members to assess, plan, implement and evaluate patient care plans.
- Recommend orders, interpret, and evaluate diagnostic tests to identify and assess patient's condition.
- Monitor all aspects of patient care, including diet and physical activity.
- Direct and supervise less skilled nursing or health care personnel or supervise a particular unit.
- Prepare patients for, and assist with, examinations and treatments.
- Observe other nurses and visit patients to ensure proper nursing care.

Long-Term Projections 2004 - 2014: Occupations Adding the Most Jobs

SOC Code	SOC Title	2004 Employment	2014 Projected	Percent Change	Growth + Replacement		Training/Education	2006 Mean (Average) Wage*
					Total 10-year Openings	Average Annual Openings		
41-2031	Retail Salespersons	26,064	32,448	24.5%	15,858	1,585	Short-term on-the-job training	\$11.81
41-2011	Cashiers	20,211	22,379	10.7%	12,001	1,200	Short-term on-the-job training	\$8.88
35-3031	Waiters and Waitresses	11,710	13,638	16.5%	7,953	796	Short-term on-the-job training	\$8.50
35-3021	Combined Food Prep/Serving Workers, Inc. Fast Food	11,580	13,991	20.8%	7,430	743	Short-term on-the-job training	\$8.32
29-1111	Registered Nurses	12,041	16,239	34.9%	6,717	672	Associate's degree	\$26.54
25-9041	Teacher Assistants	9,941	12,380	24.5%	4,359	436	Short-term on-the-job training	\$23,073
37-2011	Janitors/Cleaners, Ex. Maids/Housekeeping Cleaners	9,930	12,048	21.3%	4,002	400	Short-term on-the-job training	\$11.33
43-9061	Office Clerks, General	12,047	13,218	9.7%	3,839	384	Short-term on-the-job training	\$13.46
13-1199	Business Operations Specialists, All Other	7,608	10,057	32.2%	3,744	375	Bachelor's degree	\$23.96
43-5081	Stock Clerks and Order Fillers	9,835	9,849	0.1%	3,653	365	Short-term on-the-job training	\$11.21
43-4051	Customer Service Representatives	8,560	10,767	25.8%	3,480	348	Moderate-term on-the-job training	\$15.44

*All hourly wage rates except for Teacher Assistants which is an annual wage

³ O*NET. <<http://online.onetcenter.org/link/summary/29-1111.00>>. Accessed June 26, 2007.



Employment, Openings and Wages for Registered Nurses, for New Hampshire by County

	Employment				Annual Openings			2006 Average Wage
	Base 2004	Projected 2014	Change	Percent Change	Growth	Replacement	Total*	
New Hampshire	12,041	16,239	4,198	34.9%	--	--	672	\$26.54
Belknap	599	778	179	29.9%	18	13	31	n/a
Carroll	342	476	134	39.2%	13	7	20	\$24.39
Cheshire	501	611	110	22.0%	11	11	22	\$24.82
Coos	328	404	76	23.2%	8	7	15	\$22.33
Grafton	1,792	2,563	771	43.0%	77	38	115	n/a
Hillsborough	3,658	4,935	1,277	34.9%	128	77	205	\$27.18
Merrimack	1,535	2,077	542	35.3%	54	32	86	\$26.18
Rockingham	2,012	2,681	669	33.3%	67	42	109	\$26.01
Strafford	878	1,178	300	34.2%	30	18	48	\$26.58
Sullivan	203	240	37	18.2%	3	4	7	\$24.44

* Counties may not add to state total because of employment not assigned to a specific area

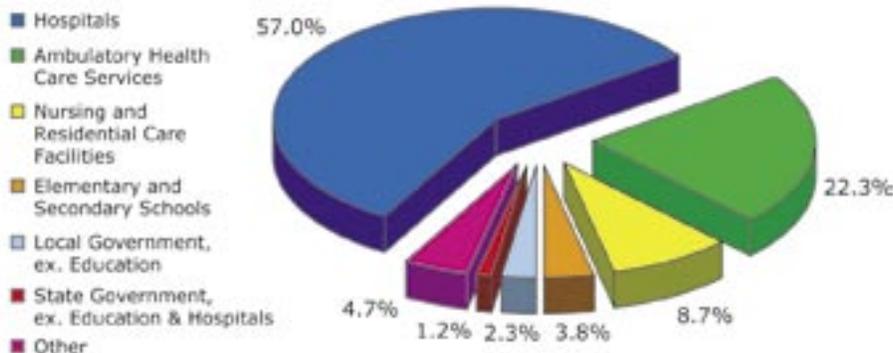
n/a = not available

What is the job outlook for registered nurses?

In New Hampshire, registered nurses are expected to be number two in a ranking of occupations adding the most new jobs between 2004 and 2014. During the ten year projection period, registered nurses should add 4,198 new jobs. Including replacements for those nurses who leave the profession or the labor force entirely, it is expected that New Hampshire will have 672 annual openings for registered nurses. The projected growth rate for nurses is 34.9 percent, compared to 16.7 percent for all occupations in the state.

Nurses are in demand in each of the state's counties. The need for additional nurses depends in part on the population of the individual counties. Hillsborough County, New Hampshire's most populous, is expected to add the most nurses, 1,277, between 2004 and 2014. Grafton County should add roughly 770 nurses, giving the county the fastest growth rate of 43.0 percent. The demand for nurses is expected to push the growth rate for registered nurses in each county to exceed the statewide average of 16.7 percent growth rate of all occupations.

Percent of registered nurses employed within industries





Nursing in New Hampshire

What can you expect to earn as a registered nurse?

On average, statewide, a registered nurse earned \$26.54 an hour, based on the May 2006 Occupational Employment and Wage survey.⁴ This was a little more than \$2.00 below the national average.

Registered nurses who worked in Hillsborough County had the highest wage of \$27.18 per hour. Strafford County, with an average hourly wage of \$26.58, surpassed the statewide average of \$26.54. Hourly wages in Merrimack and Rockingham Counties were below but within approximately 50 cents an hour of the state average.

The remaining counties were well below the state average, ranging from Cheshire's \$1.72 per hour lower to Coos County's \$4.21 per hour lower.

Mean Hourly Wage of Registered Nurses in New England, May 2006



What kind of interests would a registered nurse have?

Typically, one interested in the nursing profession would be **Social**, **Investigative**, and **Realistic**.

Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Persons who tend to be frank, practical, focused, mechanical, determined, or rugged. Abilities include manipulating tools, doing mechanical or manual tasks, or doing athletic activities.	Persons who tend to be analytical, intellectual, reserved, independent, and scholarly. Abilities include working with abstract ideas and intellectual problems.	Persons who tend to be complicated, original, impulsive, independent, expressive, and creative. Abilities include using imagination and feelings in creative expression.	Persons who tend to be helping, informing, teaching, inspiring, counseling, and serving. Abilities include interacting with people and concern with the welfare of people.	Persons who tend to be persuasive, energetic, sociable, adventurous, ambitious, and risk-taking. Abilities include leading, managing, and organizing.	Persons who tend to be careful, conforming, conservative, conscientious, self-controlled, and structured. Abilities include ordering activities and paying attention to details.

This RIASEC model of occupations is the copyrighted work of Dr. John L. Holland, and his publisher, Psychological Assessment Resources, Inc. (PAR). http://www.hollandcodes.com/holland_occupational_codes.html

⁴ Bureau of Labor Statistics. U.S. Department of Labor. <<http://data.bls.gov/oes/areatype.do>>. Accessed June 1, 2007.



Then what would be needed? Some primary **knowledge, skills** and **abilities** would be highly desirable. The following are some important areas of these characteristics, ranked by the

relative importance assigned to that skill by O*Net, a national source of occupational information. This source code rates each attribute's importance from 1 to 100.

Knowledge is a learned set of facts required in work situations.

Knowledge	Medicine and Dentistry	The information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive healthcare measures.	86
	Psychology	Human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; the assessment and treatment of behavioral and affective disorders.	80
	Customer and Personal Service	Principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.	79
	English Language	The structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.	65
	Biology	Plant and animal organisms, their tissues, cells, functions, interdependencies, and interactions with each other and the environment.	62

Skills are learned capabilities specific to job activities.

Skills	Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.	90
	Reading Comprehension	Understanding written sentences and paragraphs in work related documents.	85
	Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.	82
	Instructing	Teaching others how to do something.	82
	Speaking	Talking to others to convey information effectively.	81

Abilities are attributes of an individual that influence performance. These attributes are needed to be successful in a particular job.

Abilities	Problem Sensitivity	To tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.	94
	Oral Expression	To communicate information and ideas in speaking so others will understand.	91
	Oral Comprehension	To listen to and understand information and ideas presented through spoken words and sentences.	81
	Inductive Reasoning	To combine pieces of information to form general rules or conclusions (includes finding a relationship among seemingly unrelated events).	81
	Speech Recognition	To identify and understand the speech of another person.	75
	Deductive Reasoning	To apply general rules to specific problems to produce answers that make sense.	75
	Speech Clarity	To speak clearly so others can understand you.	75
	Written Expression	To communicate information and ideas in writing so others will understand.	75

Source: Occupational Information Network (O*Net), www.onetcenter.org



Nursing in New Hampshire

What kind of education/training is needed to become a registered nurse?

A registered nurse has three major educational paths from which to choose: A bachelor of science degree in nursing (BSN), an associate's degree in nursing (ADN), or a diploma. BSN programs, offered by colleges and universities, take about four years to complete. In 2004, nationally, 674 nursing programs offered degrees at the bachelor's level. ADN programs, offered by community and junior colleges, take about two to three years to complete. In the United States, 846 registered nursing programs in 2004 granted associate's degrees.

Diploma programs, administered in hospitals, last about three years. Only 69 programs in the country offered diplomas in 2004. Generally, licensed graduates of any of the three types of educational programs qualify for entry-level positions as staff nurses.⁵ According to the National Center for Education Statistics (NCES), New Hampshire had 509 completers from the registered nursing programs in the state.⁶

In New Hampshire the educational institutions that offer accredited nursing programs are:

Registered Nursing Programs*

Educational Institution	Degree Earned	Course/Time Requirements	Program
Colby-Sawyer College	Bachelor's Degree	120 credits	Nursing
Franklin Pierce University Graduate & Professional Studies - Concord	Bachelor's Degree	120 credits	Nursing (starting fall 2007)
Franklin Pierce University Graduate & Professional Studies - Portsmouth	Bachelor's Degree	120 credits	Nursing (starting fall 2007)
Massachusetts College of Pharmacy and Health Sciences	Bachelor's Degree	122 semester hours	Nursing Conversion Program (prior BA/BS required)
New Hampshire Community Technical College - Berlin Campus	Associate's Degree	72 credits	Nursing (R.N. Training)
New Hampshire Community Technical College - Claremont Campus	Associate's Degree	66 credits	Nursing (R.N. Training)
New Hampshire Community Technical College - Laconia Campus	Associate's Degree	72 credits	Nursing/Registered Nurse
New Hampshire Community Technical College - Manchester Campus	Associate's Degree	68 credits	Nursing (R.N. Training)
New Hampshire Community Technical College - Nashua Campus	Associate's Degree	67 credits	Nursing (R.N. Training)
New Hampshire Community Technical College - Stratham/Pease Campus	Associate's Degree	68 credits	Nursing (R.N. Training)
New Hampshire Technical Institute	Associate's Degree	73 credits	Nursing (R.N. Training)
Rivier College	Associate's Degree	72 credits	Nursing
Rivier College	Bachelor's Degree	120 credits	Nursing
Saint Anselm College	Bachelor's Degree	40 semester hours	Nursing (R.N. Training)
St. Joseph's Hospital School of Nursing & Health Occupations - Nashua	Associate's Degree	68 credits	Nursing (RN)
University of New Hampshire	Bachelor's Degree	128 credits	Nursing
University of New Hampshire at Manchester	Bachelor's Degree	128 credits	Nursing (R.N. Training)

*As of the 2007-2008 academic year

⁵ Registered Nurses. Occupational Outlook Handbook, 2006-07 Edition. Bureau of Labor Statistics, U.S. Department of Labor. <www.bls.gov/oco/ocos083.htm>. Accessed May 30, 2007.

⁶ Institute of Education Sciences, U.S. Department of Education. National Center for Education Statistics. <<http://nces.ed.gov/>>. Accessed June 26, 2007.



What do you need to do after you finish the education process?

In all states and the District of Columbia, after graduating from an approved nursing program, students must pass a national licensing examination, known as the NCLEX-RN, in order to obtain a nursing license. Registered nurses may be licensed in more than one state, either by examination or by the endorsement of a license issued by another state. Currently 18 states participate in the Nurse Licensure Compact Agreement, which allows nurses to practice in member states without recertifying. All states require periodic renewal of licenses, which may involve continuing education.⁷

In New Hampshire, the New Hampshire Board of Nursing is the regulatory agency in charge of licensing registered nurses. The requirements include:

- Provide written evidence of good professional character and good physical and mental health
- Be a graduate of an approved registered nursing program or comparable education
- Validate 400 hours active-in-practice within four years prior to application
- Complete a notarized Criminal Record Release Authorization form and send to the New Hampshire State Police

After successful completion of a written exam, the license is granted. Reciprocity, or acceptance of a license issued from another state, is not permitted in New Hampshire, but a license may be issued by endorsement as long as all the credentials and prerequisites can be verified, including education or training experience.⁸

Regulatory Agency

New Hampshire Board Of Nursing

21 South Fruit Street, Suite 16
Concord, New Hampshire 03301-2431
phone: (603) 271-2323
fax: (603) 271-6605
web: www.nh.gov/nursing
contact
person: Margaret Walker, R.N., BS, MBA
e-mail: boardquestions@nursing.state.nh.us

Related Training

Nursing — Registered Nurse Training; Adult Health Nurse/Nursing; Pediatric Nurse/Nursing; Psychiatric/Mental Health Nurse/Nursing; Public Health/Community Nurse/Nursing; Surgical Nurse/Nursing; Critical Care Nursing

Further Information

National Council of State Boards of Nursing

111 East Wacker Drive, Suite 2900
Chicago, Illinois 60601
phone: (312) 525-3600
web: www.ncsbn.org

⁷ Registered Nurses. [Occupational Outlook Handbook, 2006-07 Edition](http://www.bls.gov/oco/ocos083.htm). Bureau of Labor Statistics, U.S. Department of Labor. <www.bls.gov/oco/ocos083.htm>. Accessed May 30, 2007.

⁸ [Licensed, Certified & Registered Occupations in New Hampshire](http://www.nhes.state.nh.us/elmi/licertoccs/nursereg.htm), November 2005.
<<http://www.nhes.state.nh.us/elmi/licertoccs/nursereg.htm>>



Nursing in New Hampshire

Licensed Practical and Licensed Vocational Nurses

Licensed practical nurses (LPNs), or licensed vocational nurses (LVNs), care for the sick, injured, convalescent, and disabled under the direction of physicians and registered nurses.

What does an LPN do?

Most LPNs provide basic bedside care, taking vital signs such as temperature, blood pressure, pulse, and respiration.

Tasks ⁹

- Observe patients, charting and reporting changes in patients' conditions, such as adverse reactions to medication or treatment, and taking any necessary action.
 - Administer prescribed medications or start intravenous fluids, and note times and amounts on patients' charts.
 - Answer patients' calls and determine how to assist them.
 - Measure and record patients' vital signs, such as height, weight, temperature, blood pressure, pulse and respiration.
 - Provide basic patient care and treatments, such as taking temperatures or blood pressures, dressing wounds, treating bedsores, giving enemas or douches, rubbing with alcohol, massaging, or performing catheterizations.
- 
- Help patients with bathing, dressing, maintaining personal hygiene, moving in bed, or standing and walking.
 - Supervise nurses' aides and assistants.
 - Work as part of a health care team to assess patient needs, plan and modify care and implement interventions.
 - Record food and fluid intake and output.
 - Evaluate nursing intervention outcomes, conferring with other health care team members as necessary.

⁹ O*NET. <<http://online.onetcenter.org/link/summary/29-2061.00>>. Accessed June 26, 2007.



Employment, Openings and Wages for Licensed Practical Nurses, for New Hampshire by County

	Employment				Annual Openings			2006 Average Wage
	Base 2004	Projected 2014	Change	Percent Change	Growth	Replacement	Total*	
New Hampshire	2,190	2,775	585	26.7%	--	--	107	\$19.01
Belknap	92	110	18	19.6%	2	2	4	\$16.33
Carroll	73	79	6	8.2%	1	2	3	\$18.91
Cheshire	184	215	31	16.8%	3	4	7	\$18.47
Coos	79	85	6	7.6%	1	2	3	\$16.60
Grafton	178	228	50	28.1%	5	4	9	\$18.53
Hillsborough	738	958	220	29.8%	22	16	38	\$19.32
Merrimack	246	314	68	27.6%	7	5	12	\$19.61
Rockingham	373	473	100	26.8%	10	8	18	\$19.59
Strafford	121	146	25	20.7%	3	3	6	\$18.94
Sullivan	76	79	3	3.9%	0	2	2	\$19.39

* Counties may not add to state total because of employment not assigned to a specific area

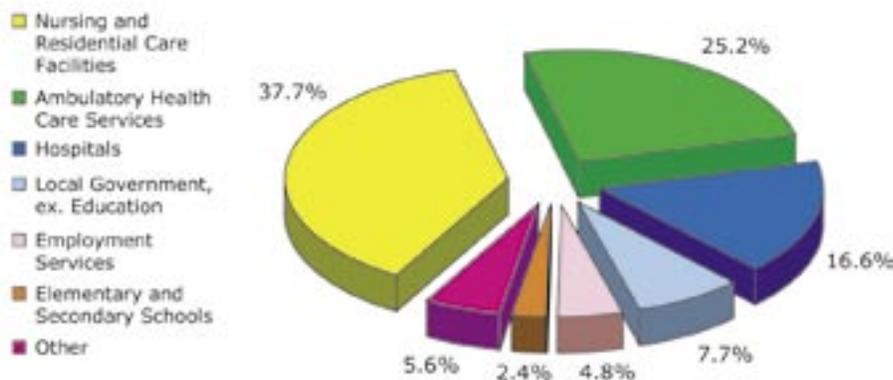
What are the expected job prospects?

Nationally, employment of LPNs is expected to grow about as fast as the average for all occupations through 2014 in response to the long-term care needs of an increasing elderly population and the general growth of health care services. Replacement needs will be a major source of job openings, as many workers leave the occupation permanently. Applicants for jobs in hospitals may face competition as the number of hospital jobs for LPNs declines; however, rapid employment growth is projected

in other health care industries, with the best job opportunities occurring in nursing care facilities and in home health care services.

The need for these skilled caregivers in New Hampshire is expected to grow by 26.7 percent from 2004 to 2014. Taking replacement needs into consideration that translates to 107 openings each year in the state.

Percent of licensed practical nurses employed within industries





Nursing in New Hampshire

What can you expect to earn as a licensed practical nurse?

The average hourly pay for a licensed practical nurse in New Hampshire was \$19.01 according to the May 2006 Occupational Employment and Wage survey.¹⁰ That was almost a dollar above the national average.

Among the counties, Merrimack, Hillsborough, Sullivan, and Rockingham counties were the highest paying areas, well above the statewide average.

What kind of interests would a licensed practical nurse have?

An LPN has the same interests as those of a registered nurse, **Social**, **Investigative**, and **Realistic**. Typically, LPNs should have a caring, sympathetic nature. They should be emotionally stable because working with the sick and injured can be stressful. They also should have keen observational, decision-making, and communication skills. As part of a health care team, they must be able to follow orders and work under close supervision.¹¹

Mean Hourly Wage of Licensed Practical Nurses in New England, May 2006



Realistic	Investigative	Artistic	Social	Enterprising	Conventional
Persons who tend to be frank, practical, focused, mechanical, determined, or rugged. Abilities include manipulating tools, doing mechanical or manual tasks, or doing athletic activities.	Persons who tend to be analytical, intellectual, reserved, independent, and scholarly. Abilities include working with abstract ideas and intellectual problems.	Persons who tend to be complicated, original, impulsive, independent, expressive, and creative. Abilities include using imagination and feelings in creative expression.	Persons who tend to be helping, informing, teaching, inspiring, counseling, and serving. Abilities include interacting with people and concern with the welfare of people.	Persons who tend to be persuasive, energetic, sociable, adventurous, ambitious, and risk-taking. Abilities include leading, managing, and organizing.	Persons who tend to be careful, conforming, conservative, conscientious, self-controlled, and structured. Abilities include ordering activities and paying attention to details.

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¹⁰ Bureau of Labor Statistics. U.S. Department of Labor. <<http://data.bls.gov/oes/areatype.do>>. Accessed June 1, 2007.

¹¹ Licensed Practical and Licensed Vocational Nurses. Occupational Outlook Handbook, 2006-07 Edition. Bureau of Labor Statistics. U.S. Department of Labor. <www.bls.gov/oco/ocos102.htm> Accessed June 1, 2007.



There are some additional **knowledge, skills** and **abilities** that are helpful, and desirable to someone interested in this occupation. The following are some important areas of

these characteristics, ranked by the relative importance assigned to that skill by O*Net, a national source of occupational information. This source code rates each attribute's importance from 1 to 100.

Knowledge is a learned set of facts required in work situations.

Knowledge	English Language	The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.	94
	Medicine and Dentistry	The information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive healthcare measures.	86
	Customer and Personal Service	Principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.	79

Skills are learned capabilities specific to job activities.

Skills	Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.	94
	Reading Comprehension	Understanding written sentences and paragraphs in work related documents.	93
	Writing	Communicating effectively in writing as appropriate for the needs of the audience.	92
	Time Management	Managing one's own time and the time of others.	92

Abilities are attributes of an individual that influence performance. These attributes are needed to be successful in a particular job.

Abilities	Oral Comprehension	To listen to and understand information and ideas presented through spoken words and sentences.	91
	Problem Sensitivity	To tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.	88
	Oral Expression	To communicate information and ideas in speaking so others will understand.	78

Source: Occupational Information Network (O*Net), www.onetcenter.org



Nursing in New Hampshire

What kind of education/training is needed to become a licensed practical nurse?

A high school diploma or its equivalent usually is required for entry, although some programs accept candidates without a diploma, and some are designed as part of a high school curriculum.

Most practical nursing programs last about one year and include both classroom study and supervised clinical practice (patient care). Classroom study covers basic nursing concepts and patient care-related subjects, including anatomy, physiology, medical-surgical nursing, pediatrics, obstetrics, psychiatric nursing, the administration of drugs, nutrition, and first aid. Clinical practice usually is in a hospital, but sometimes includes other settings.

In New Hampshire, the educational institutions offering accredited licensed practical nursing programs are:

What do you need to do after you finish the education process?

All states and the District of Columbia require LPNs to pass a licensing examination, known as the NCLEX-PN, after completing a state-approved practical nursing program. The New Hampshire Board of Nursing is the regulatory agency charged with the licensing of LPNs.

The licensing requirements in New Hampshire are:

- Provide written evidence of good professional character and good physical and mental health
- Be a graduate of an approved program in practical nursing or demonstrate comparable education
- Validate 400 hours active-in-practice within four years prior to application
- Complete a notarized Criminal Record Release Authorization form and send to the New Hampshire State Police

Licensed Nurse Practitioners*

Educational Institution	Degree Earned	Course/Time Requirements	Program
CareMed Educational Services, LLC	Postsecondary Certificate/ Diploma 1-2 yr	1080 hours	Licensed Nursing Assistant (LNA)
First Choice Training Institute	Postsecondary Certificate/ Diploma 1-2 yr	1245 hours	Licensed Nursing Assistant (LNA)
Harmony Health Care Institute	Postsecondary Certificate/ Diploma 1-2 yr	unknown	Licensed Nursing Assistant (LNA)
Health Career Training Associates	Postsecondary Certificate/ Diploma 1-2 yr	18 months	Licensed Nursing Assistant (LNA)
Holden Health Training Career School	Postsecondary Certificate/ Diploma 1-2 yr	1164 hours	Licensed Nursing Assistant (LNA)
New Hampshire Community Technical College - Claremont Campus	Postsecondary Certificate/ Diploma 1-2 yr	38 credits	Licensed Nursing Assistant (LNA)
New Hampshire Technical Institute	Postsecondary Certificate/ Diploma 1-2 yr	43 credits	Licensed Nursing Assistant (LNA)
St. Joseph's Hospital School of Nursing & Health Occupations - Keene	Postsecondary Certificate/ Diploma 1-2 yr	55 credits	Licensed Nursing Assistant (LNA)
St. Joseph's Hospital School of Nursing & Health Occupations - Nashua	Postsecondary Certificate/ Diploma 1-2 yr	55 credits	Licensed Nursing Assistant (LNA)

*As of the 2007-2008 academic year



New Hampshire does not allow for reciprocity, but a license may be issued by endorsement. The applicant must have taken a national examination that is approved by the Board and be able to verify graduation from an approved educational program or demonstrate comparable educational experience.¹²

Regulatory Agency

New Hampshire Board Of Nursing

21 South Fruit Street, Suite 16
Concord, New Hampshire 03301-2431
phone: (603) 271-2323
fax: (603) 271-6605
web: www.nh.gov/nursing
contact
person: Margaret Walker, R.N., BS, MBA
e-mail: boardquestions@nursing.state.nh.us

Related Training

Licensed Practical/Vocational Nurse Training

Further Information

National Council of State Boards of Nursing

111 East Wacker Drive, Suite 2900
Chicago, Illinois 60601
phone: (312) 525-3600
web: www.ncsbn.org



¹² [Licensed, Certified & Registered Occupations in New Hampshire](http://www.nhes.state.nh.us/elmi/licertoccs/nurselpn.htm), November 2005.
<www.nhes.state.nh.us/elmi/licertoccs/nurselpn.htm>. Accessed June 1, 2007.



Nursing in New Hampshire

Licensed Nursing Assistants – Nursing Aides, Orderlies, and Attendants

Nursing aides — also known as nursing assistants, certified nursing assistants, geriatric aides, unlicensed assistive personnel, orderlies, or hospital attendants — perform routine tasks under the supervision of nursing and medical staff.

What do licensed nursing assistants do?

In New Hampshire, a nursing assistant must have passed a nursing assistant competency test within two years of becoming employed as a licensed nursing assistant. Licensed nursing assistants perform routine nursing-related services for patients in health care facilities and clinics, under the training or supervision of a registered nurse or licensed practical nurse.

Nursing aides employed in nursing care facilities often are the principal caregivers, having far more contact with residents than do other members of the staff. Because some residents may stay in a nursing care facility for months or even years, aides develop ongoing relationships with the residents and interact with them in a positive, caring way. The locations of their work can vary from working in hospitals, nursing homes, and other medical facilities, to working in patients' homes.



Tasks ¹³

- Turn and reposition bedridden patients, alone or with assistance, to prevent bedsores.
- Answer patients' call signals.
- Feed patients who are unable to feed themselves.
- Observe patients' conditions, measuring and recording food and liquid intake and output and vital signs, and report changes to professional staff.
- Provide patient care by supplying and emptying bed pans, applying dressings and supervising exercise routines.
- Provide patients with help walking, exercising, and moving in and out of bed.
- Bathe, groom, shave, dress, or drape patients to prepare them for surgery, treatment, or examination.
- Collect specimens such as urine, feces, or sputum.
- Prepare, serve, and collect food trays.
- Clean rooms and change linens.

¹³ O*NET. <<http://online.onetcenter.org/link/summary/31-1012.00>>. Accessed June 26, 2007.



Employment, Openings and Wages for Licensed Nursing Assistants, for New Hampshire by County

	Employment				Annual Openings			2006 Average Wage
	Base 2004	Projected 2014	Change	Percent Change	Growth	Replacement	Total*	
New Hampshire	7,173	9,344	2,171	30.3%	--	--	311	\$12.38
Belknap	336	436	100	29.8%	10	4	14	\$11.67
Carroll	292	347	55	18.8%	6	4	10	\$11.98
Cheshire	441	489	48	10.9%	5	6	11	\$11.76
Coos	303	338	35	11.6%	4	4	8	\$10.63
Grafton	657	870	213	32.4%	21	9	30	\$12.69
Hillsborough	2,278	3,080	802	35.2%	80	30	110	\$12.59
Merrimack	1,032	1,325	293	28.4%	29	14	43	\$12.39
Rockingham	1,070	1,426	356	33.3%	36	14	50	\$12.92
Strafford	570	702	132	23.2%	13	8	21	\$11.81
Sullivan	186	199	13	7.0%	1	2	3	\$12.64

* Counties may not add to state total because of employment not assigned to a specific area

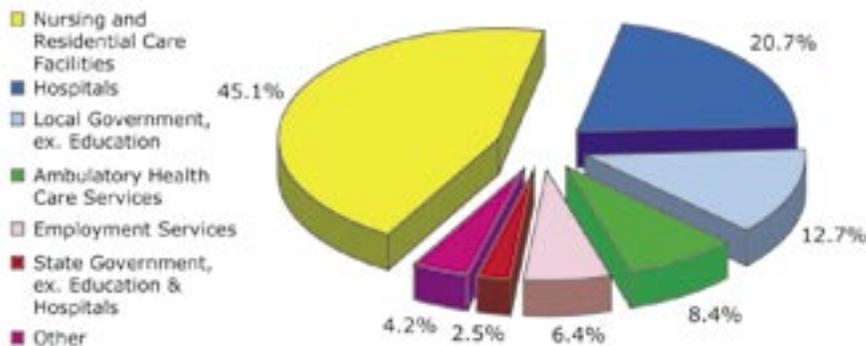
What is the job outlook for licensed nursing assistants?

Nationally, employment of nursing aides and assistants is expected to grow faster than average for all occupations through 2014, in response to the long-term care needs of an increasing elderly population. Financial pressures on hospitals to discharge patients as soon as possible should boost admissions to nursing care facilities. As a result, job opportunities will be more numerous in nursing and residential care facilities than in hospitals. Modern medical

technology also will drive demand for nursing aides and assistants because, as the technology saves and extends more lives, it increases the need for long-term care provided by aides and assistants.¹⁴

Employment of licensed nursing assistants in New Hampshire is expected to grow by 30.3 percent between 2004 and 2014. This translates to 311 annual openings for this occupation.

Percent of licensed nursing assistants employed within industries



¹⁴ Nursing, Psychiatric and Home Health Aides. Occupational Outlook Handbook, 2006-07 Edition. Bureau of Labor Statistics. U.S. Department of Labor



Nursing in New Hampshire

What can you expect to earn as a licensed nursing assistant?

The average hourly wage of licensed nursing assistants was \$12.38 in New Hampshire according to the May 2006 Occupational Employment and Wage survey.¹⁵ This was well above the national average of \$11.04, but only the middle of the pack among the New England states.

Among the counties in the state, Rockingham County led the wages with \$12.92 an hour. Coos County was the lowest paid at \$10.63 per hour.

Mean Hourly Wage of Licensed Nursing Assistants in New England, May 2006



What kind of interests would a licensed nursing assistant have?

A nursing assistant differs slightly in interests from other nursing occupations; **Social**, **Enterprising**, and **Realistic**. Applicants should be tactful, patient, understanding, emotionally stable, and dependable and should have a desire to help people. They should also be able to work as part of a team, have good communication skills, and be willing to perform repetitive, routine tasks.

Realistic	Investigative	Artistic	Social	Enterprising	Conventional
<p>Persons who tend to be frank, practical, focused, mechanical, determined, or rugged. Abilities include manipulating tools, doing mechanical or manual tasks, or doing athletic activities.</p>	<p>Persons who tend to be analytical, intellectual, reserved, independent, and scholarly. Abilities include working with abstract ideas and intellectual problems.</p>	<p>Persons who tend to be complicated, original, impulsive, independent, expressive, and creative. Abilities include using imagination and feelings in creative expression.</p>	<p>Persons who tend to be helping, informing, teaching, inspiring, counseling, and serving. Abilities include interacting with people and concern with the welfare of people.</p>	<p>Persons who tend to be persuasive, energetic, sociable, adventurous, ambitious, and risk-taking. Abilities include leading, managing, and organizing.</p>	<p>Persons who tend to be careful, conforming, conservative, conscientious, self-controlled, and structured. Abilities include ordering activities and paying attention to details.</p>

This RIASEC model of occupations is the copyrighted work of Dr. John L. Holland, and his publisher, Psychological Assessment Resources, Inc. (PAR). http://www.hollandcodes.com/holland_occupational_codes.html

¹⁵ Bureau of Labor Statistics, U.S. Department of Labor. <<http://data.bls.gov/oes/areatype.do>>.



There are some additional **knowledge, skills** and **abilities** that are helpful, and desirable to someone interested in this occupation. The following are some important areas of

these characteristics, ranked by the relative importance assigned to that skill by O*Net, a national source of occupational information. This source code rates each attribute's importance from 1 to 100.

Knowledge is a learned set of facts required in work situations.

Knowledge	Customer and Personal Service	Principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.	67
	English Language	The structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.	59
	Education and Training	Principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.	58
	Medicine and Dentistry	The information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.	50

Skills are learned capabilities specific to job activities.

Skills	Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.	80
	Instructing	Teaching others how to do something.	76
	Speaking	Talking to others to convey information effectively.	76
	Time Management	Managing one's own time and the time of others.	73
	Coordination	Adjusting actions in relation to others' actions.	73

Abilities are attributes of an individual that influence performance. These attributes are needed to be successful in a particular job.

Abilities	Problem Sensitivity	To tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.	81
	Oral Comprehension	To listen to and understand information and ideas presented through spoken words and sentences.	78
	Oral Expression	To communicate information and ideas in speaking so others will understand.	72

Source: Occupational Information Network (O*Net), www.onetcenter.org



Nursing in New Hampshire

What kind of education/training is needed to become a licensed nursing assistant?

Nationally, a high school diploma or equivalent is necessary for a job as a nursing or psychiatric aide. Hospitals may require previous experience as a nursing aide or home health aide. Nursing care facilities often hire inexperienced workers, who must complete a minimum of 75 hours of mandatory training and pass a competency evaluation as part of a state-approved

training program within four months of their employment. Aides who complete the program are known as certified nurse assistants (CNAs) and are placed on the state registry of nursing aides.

New Hampshire requires aides to complete a formal training program before becoming licensed.

Licensed Nursing Assistant / Certified Nursing Assistant Programs*

Educational Institution	Degree Earned	Course/Time Requirements	Program
American Red Cross - Great Bay Chapter	Postsecondary Certificate/ Diploma < 1 yr	180 hours	Licensed Nursing Assistant (LNA)
American Red Cross - Greater Nashua & Souhegan Valley Chapter	Postsecondary Certificate/ Diploma < 1 yr	160 hours	Licensed Nursing Assistant (LNA)
American Red Cross - New Hampshire West Chapter	Postsecondary Certificate/ Diploma < 1 yr	160 hours	Licensed Nursing Assistant (LNA)
American Red Cross - North Country, Lakes Region, & Concord Area Chapter	Postsecondary Certificate/ Diploma < 1 yr	162 hours	Licensed Nursing Assistant (LNA)
CareMed Educational Services, LLC	Postsecondary Certificate/ Diploma < 1 yr	7 weeks	Licensed Nursing Assistant (LNA)
Clinical Career Training	Postsecondary Certificate/ Diploma < 1 yr	112 hours	Licensed Nursing Assistant (LNA)
Health Career Training Associates	Postsecondary Certificate/ Diploma < 1 yr	145 hours	Licensed Nursing Assistant (LNA)
LNA Health Careers	Postsecondary Certificate/ Diploma < 1 yr	110 hours	Licensed Nursing Assistant (LNA)
Med Pro Educational Services, LLC	Postsecondary Certificate/ Diploma < 1 yr	112 hours	Licensed Nursing Assistant (LNA)
New Hampshire Community Technical College - Berlin Campus	Postsecondary Certificate/ Diploma < 1 yr	227 hours	Certified Nurse Assistant
New Hampshire Community Technical College - Claremont Campus	Postsecondary Certificate/ Diploma < 1 yr	144 hours	Nursing Assistant
St. Joseph's Hospital School of Nursing & Health Occupations - Nashua	Postsecondary Certificate/ Diploma < 1 yr	180 hours	Licensed Nursing Assistant (LNA)

*As of the 2007-2008 academic year



What do you need to do after you finish the education process?

In general, aides and assistants must be in good health. A physical examination, including state-regulated tests such as those for tuberculosis, may be required. A criminal background check also is usually required for employment.

In New Hampshire a licensed nursing assistant needs:¹⁶

- To graduate from a Board-approved nursing education program; or demonstrate comparable nursing educational preparation recognized by the Board
- To continue or re-enter practice, validate 200 hours active-in-practice within two years prior to renewal, reinstatement, or endorsement; or submit successful results of nursing assistant competency test taken within two years immediately prior to application date
- To complete a notarized Criminal Record Release Authorization form and send to the New Hampshire State Police

Regulatory Agency

New Hampshire Board Of Nursing

21 South Fruit Street, Suite 16
Concord, New Hampshire 03301-2431

phone: (603) 271-2323

fax: (603) 271-6605

web: www.nh.gov/nursing

contact

person: Margaret Walker, R.N., BS, MBA

e-mail: boardquestions@nursing.state.nh.us

Related Training

Nurse/Nursing Assistant/Aide and Patient Care Assistant

Further Information

National Council of State Boards of Nursing

111 East Wacker Drive, Suite 2900

Chicago, Illinois 60601

phone: (312) 525-3600

web: www.ncsbn.org

¹⁶ [Licensed, Certified & Registered Occupations in New Hampshire](http://www.nhes.state.nh.us/elmi/licertoccs/nurselna.htm), November 2005. <www.nhes.state.nh.us/elmi/licertoccs/nurselna.htm>. Accessed June 4, 2007.



Nursing in New Hampshire

Excerpts from

“A Brief History of the New Hampshire Board of Nursing...”¹⁶

- 1907** • First Nurse Practice Act passed (March)
 - Examination for graduates of hospital nursing programs was established (registration fee \$5.00, annual re-registration fee \$.50)
 - Standards for state-approved schools were established
 - 5 nurse examiners were appointed to serve as inspectors of the schools. Nominations were made by New Hampshire Graduate Nurses' Association
- 1912** • Nursing students had to have at least 1 year of high school
 - Nursing programs had to be at least 2 years in length and the sponsoring hospital had to have at least 25 beds
 - Nursing curriculum had to include medical nursing, materia medica, surgical nursing, OR, gynecology, obstetrics (6 cases), nursing of children (6 beds, 6 weeks), diet kitchen (4 weeks), contagious nursing and massage
- 1915** • Board of Nurse Registration organized under the Superintendent of Public Instruction, later known as the Department of Education
- 1919** • Nurse Practice Act amended to say Commissioner of Education responsible for seeing provisions of act were carried out
- 1925** • Nursing students had to be at least 19 years of age and have at least 1 year of high school
 - Students had to affiliate for 4 months, passing grade was 50%
 - 132 theory hours were required for the first year, 95 for the second year, and 16 for the third year
 - There were 22 diploma schools of nursing operating in New Hampshire
- 1930** • Students had to be at least 18 years of age and have 2 years of high school
 - 332 theory hours were required in the first year, 98 hours for the second, and 30 hours for the third year
- 1933** • Students had to have graduated from high school
 - Students needed passing grade of 55%; 368 theory hours were required in the first year, 60 hours for the second year, and 32 hours for the third year; graduate nurse had to be on duty at all times to supervise students
- 1939** • Nurse Practice Act was amended to provide for annual re-registration for nurses (fee = 50 cents) , and annual compilation of list of registered nurses
- 1943** • Nurse Practice Act was amended to lower the minimum age of nurses from 21 years to 20 years to help the war effort
- 1947** • Revised Nurse Practice Act was enacted in July:
 - Board of Nursing Examiners was responsible for seeing that the provisions of the act were carried out.
 - National licensing exam for RNs was used in NH for the first time
 - Fees increased: Registration = \$10.00, annual renewal = \$1.00, penalty fee increased from \$50.00 to \$100.00
- 1951** • Minimum passing score of 350 in each of the six tests in the RN examination was adopted, facilitating acceptance of NH RNs in other states
- 1953** • First New Hampshire RN baccalaureate program established at Saint Anselm College
- 1954** • First New Hampshire Practical Nurse program opened
- 1959** • Amendment to the Nurse Practice Act made it mandatory for nurses to be licensed, deleted citizenship from license requirements
- 1965** • Mandatory law for practical nurses was enacted (effective January 1, 1967) requiring they pass a licensing examination
 - Minimum nurse licensure age was 18 years
- 1966** • First Newsletter of the Board was published; December 1966 Newsletter reported “The need for qualified registered nurses and licensed practical nurses in New Hampshire is urgent.”
- 1967** • License renewal fee = \$3.00, Number of RNs actively employed in nursing in New Hampshire = 3,498
- 1968** • The Board reported that in New Hampshire there were: 8 Diploma RN programs (1 of which was phasing out); 2 Baccalaureate RN programs; and 5 Practical Nurse Programs (2 new PN programs began that year)
- 1970** • First Associate Degree nursing program in NH at NHTI in Concord was approved
- 1971** • New Hampshire was one of the first states in the country to establish category of ARNP



- 1974**
 - NH Vocational-Technical College, Portsmouth and NHTI approved to give advanced standing in the RN program to LPNs
 - Because of the large number of senior RN and PN students, the Board required that out-of-state applicants had to have the potential employer verify date of employment to make sure that there would be adequate testing space for graduates
- 1975**
 - New Nurse Practice Act signed into law
- 1976**
 - Guidelines for Nursing Assistant education courses were adopted
- 1981**
 - NH Legislature passed a law to “sunset” the Board of Nursing
 - Coalition of Action for Nurses (CNS) formed in response to “sunset” legislation
- 1982**
 - Board of Nursing was reinstated on March 5 for a period of 6 years; Nurse Practice Act amended; First public member appointed to the Board; Diamond Jubilee celebration of the Board was held on March 31, 1982
- 1984**
 - Nurse Extern Programs initiated
- 1987**
 - Report of the Sunset Committee of the legislature recommended:
 - Reauthorization of the Board of Nursing; Consideration of certification of nursing assistants; that the Board require continuing education for all nurses
 - Nurse Practice Act amended
 - Renamed the New Hampshire Nurses Registration Board and was moved from the Department of Education to the Division of Public Health, Department of Health and Human Services
 - Reentry program for RNs, LPNs not active in practice implemented
- 1988**
 - First LPN appointed to Board
- 1989**
 - Legislation authorized the Board to regulate nursing assistant practice
- 1990**
 - Certified Nursing Assistant registration program initiated; Nurse Aide Registry initiated
- 1992**
 - Continued Competency requirements including “active-in-practice” requirements and mandatory continuing education
 - IV Therapy included in LPN scope of practice and first LPN IV Therapy Course initiated
- 1993**
 - Telephone license verification system initiated
- 1994**
 - Newsletter mailed to all licensees for the first time
 - NCLEX changed from “paper and pencil” format to computer adaptive test
- 1996**
 - Board web page initiated
 - Practice & Education Committee initiated
- 1999**
 - First Investigator/Prosecutor appointed by the Board
- 2001**
 - Revisions to the Nurse Practice Act allowed:
 - Delegation to non-licensed individuals
 - Change from CNAs to LNAs
 - The appointment of 2 LNAs to serve on the Board of Nursing
 - Approval of education programs for LNAs to administer medications
- 2002**
 - First Licensed Nursing Assistants appointed to the Board
 - First Annual LNA Conference sponsored by the Board
 - Administrative Rules revised:
 - Active-in-practice for RNs, LPNs changed from 900 hours to 400 hours and may be voluntary
 - Continuing education requirements for nurses may be entirely individualized
 - Delegation of medication administration allowed under specific circumstances
 - Qualifications for nurse educators revised to allow for master’s preparation in an area related to nursing and health care
 - Substitute nurse educators allowed
 - Continuing education and active-in-practice required for LNAs
- 2004**
 - Criminal background checks became mandatory prerequisite for licensure
 - On-line license renewal implemented
- 2005**
 - New Nurse Practice Act signed into law July 2005
 - Defined entrances in nurse licensure compact for RNs and LPNs
- 2006**
 - NH implements Mutual Recognition Model of Licensure for RNs and LPNs (Nurse Licensure Compact)
 - NH Board goes “paperless”

¹⁷ For the complete timeline, refer to “A Brief History of the New Hampshire Board of Nursing,” New Hampshire Board of Nursing, www.nh.gov/nursing/board/documents/HistoryoftheBoard.doc, accessed July 25,2007.



Nursing in New Hampshire

New Hampshire Employment Security Locations

Berlin (752-5500)

151 Pleasant St., P.O. Box 159, 03570-0159

Claremont (543-3111)

404 Washington St., P.O. Box 180, 03743-0180

Concord (228-4100)

10 West St., P.O. Box 1140, 03302-1140

Conway (447-5924)

518 White Mountain Highway, 03818-4205

Keene (352-1904)

109 Key Rd., 03431-3926

Laconia (524-3960)

426 Union Ave., Ste. 3, 03246-2894

Lebanon (448-6340)

85 Mechanic St., 03766-1506

Littleton (444-2971)

646 Union St., Ste. 100, 03561-5314

Manchester (627-7841)

300 Hanover St., 03104-4957

Nashua (882-5177)

6 Townsend West, 03063-1217

Portsmouth (436-3702)

2000 Lafayette Rd., 03801-5673

Salem (893-9185)

29 South Broadway, 03079-3026

Somersworth (742-3600)

243 Rt. 108, 03878-1512

